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University of Northern Iowa Faculty Senate Meeting Minutes, February 25, 1980

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SENATE MINUTES

February 25, 1980

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1. Remarks from Vice President and Provost Martin

CALENDAR

2. 260 Proposal for Laboratory Experiences Requirement (College of Natural Sciences, 2/20/80). Docketed in regular order. Docket number 210.

OLD/NEW BUSINESS

3. Report of the ad hoc Committee on Emeritus Status (See Docket 203, Senate Minutes 1257, 1258, 1261 and 1263. Report approved as amended.

The University Faculty Senate was called to order at 4:01 p.m., February 25, 1980, in the Board Room, by Chairperson Tarr.

Present: Abel, J. Alberts, Evenson, Geadelmann, Gillette, R. Gish, Hollman, G.A. Hovet, Metcalfe, Millar, Schurrer, Schwarzenbach, D. Smith, Tarr, TePaske, Vajpeyi, Wiederanders, J. F. Harrington (ex Officio)

Alternates: Baughman for Cawelti, Bisbey for Thomson

Absent: D. Davis, M. B. Smith

Members of the press were requested to identify themselves. Kathy Armstrong of the Northern Iowan and Jeff Moravec of the Cedar Falls Record were in attendance.

1. Vice President and Provost Martin rose and addressed the Senate. He indicated that Dean Schlicher will be retiring this June after many years of fine service to the University. He stated that the Vice President's Office will be sending out a notice to the Faculty for nominations to fill the vacancy on a temporary basis while a search is being conducted for both the Dean and Associate Dean of Continuing Education. Dr. Martin indicated that it is his desire that a committee be appointed to review the activities of that division.

Dr. Martin indicated that the Board of Regents had approved the Professional and Scientific Policies from UNI. He indicated that this was primarily a formalization of policies that have been in practice for the last 12-15 years. He cited one element that has gained formalization is the concept of continuing employment for Professional and Scientific employees.

Vice President and Provost Martin indicated that due to inflation and the lack of being able to secure additional funding from the legislature that the University was having difficulty with the general expense budget. He indicated the University will look at other areas of the University budget to attempt to be able to provide relief to the general expense budget. He stated he felt the University had taken all the steps that they could towards economy in this area.

Vice Chairperson Schurrer asked if this situation explained the request from the library concerning serial publications. Dr. Martin indicated that the library acquisition budget is separate from the general expense budget. He indicated that the acquisition budget has fared better in the receipt of funds than the general expense budget; however, the cost of materials in this area is greater than the average inflation rate, therefore causing a need for reduction.

Calendar

2. 260 Proposal for Laboratory Experiences Requirement (College of Natural Science, 2/20/80).

Schurrer moved, Metcalfe seconded, to docket in regular order. Motion passed. Docket number 210.

Old/New Business

3. Report of the ad hoc Committee on Emeritus Status (see Docket 203, Senate Minutes 1257, 1258, 1261 1263).

The Senate had before it the Report of the ad hoc Committee on Emeritus Status (see page 3)

Chairperson Tarr indicated that the membership of the ad hoc committee consisted of Telford Hollman, Joyce Alberts, and Lyle Schwarzenbach. Chairperson Tarr asked Chairperson of the ad hoc Committee Schwarzenbach to present the report.

Senator Schwarzenbach indicated that the committee had met with Vice President and Provost Martin and members of the current emeriti staff. Senator Schwarzenbach distributed the forms currently used to apply for the emeritus status and pointed out that in the past if emeritus status had been requested by a staff member that it had been granted. He outlined the report of the committee.

- Item 1, 1. The emeritus status can be granted to members of the faculty, institutional officials, and Professional and Scientific staff.
2. The status is granted upon termination of permanent employment.
3. Qualifications center around 20 years of creditable service in higher education.
4. The policy does not discriminate on the basis of age.

Item 2, the status of professor emeritus could be granted to individuals regardless of the academic rank they held at time of retirement. This status is purely honorific.

Item 3, the individual retains the specific privileges of active staff members as outlined in the Policies and Procedures Manual, pages 53-A-1, 2, and 3. It appears that the most favored of these privileges is the use of office space and access to the services of the Word Processing Center.

AD HOC COMMITTEE ON EMERITUS STATUS REPORT

February 6, 1980

Calendar 250/Docket 203

AGE FOR CONFERRING EMERITUS STATUS

Given the charge of developing minimum guidelines for the awarding of emeritus status, the committee submit the following recommendations for University Faculty Senate consideration:

1. The term "emeritus" be used to designate those members of the instructional faculty, institutional officials, and professional/scientific staff who have terminated permanent employment at the University of Northern Iowa as a result of retirement and have a minimum of twenty years of creditable service in higher education.
2. Staff members holding academic rank are granted the title of "professor emeritus" regardless of academic rank at the time of retirement.
3. Emeritus personnel continue to be considered members of the University family and retain specified privileges of active staff members.
4. The University Faculty Senate act as the official governing body in granting emeritus status.
5. Place all emeritus status approvals on the Personnel Register of the Board of Regents.

Item 4, Senator Schwarzenbach stated that the Committee felt that the Faculty Senate should be the governing body since the awarding of emeritus status should be on the basis of a university level review. He stated that this review was similar to the procedure followed in the granting of honorary degrees.

Item 5, placing of the status changes in the Personnel Register of the Board of Regents would act as official recognition of the honor bestowed upon the individual.

Schwarzenbach moved, Metcalfe seconded, the acceptance of Item 1 of the report.

Vice Chairperson Schurrer inquired if the 20 years of service figure was realistic in relationship to Professional and Scientific employees and institutional officials. Senator Schwarzenbach indicated that in the past emeritus status was based on age and experience, however, he stated the committee felt that if a person had not spent 20 years in higher education that the amount they had spent was not a major part of their working life. He also pointed out that the 20 years is in higher education and includes service at other institutions of higher education as well as at UNI.

Chairperson of the Faculty Harrington inquired if the term retirement implied that the individual would not be teaching any classes at all. Senator Schwarzenbach indicated that in the committee's mind retirement meant cessation of full-time employment and that those members who continued on a part-time basis would be eligible for emeritus status.

Senator Gish inquired of the possibility of just using the title of emeritus without designating a rank or title. Senator Schwarzenbach indicated that the title was purely honorific and does not convey the creation of another step in rank.

Senator Millar questioned if members of the library staff who do not hold an instructional faculty position would be included or excluded from this provision. Senator Schwarzenbach indicated that it was the desire that no one be excluded. Chairperson Tarr indicated that this problem could be solved by the elimination of the word instructional in Item 1.

Senator Hovet inquired if only faculty members would receive rank or if that title would go to everyone. Senator Schwarzenbach indicated that is why there was a split in the titles contained in Item 1 and Item 2.

Senator Gish questioned the word creditable as being an evaluative criteria and inquired as to who would arrive at the definition for that term. Senator Schwarzenbach indicated that currently four people signed the emeritus form and are therefore deciding on the worthiness of the candidate. He stated the committee felt that this determination should be made by the Senate just as the Senate acts on honorary degrees. He did point out, however, that perhaps the Senate was not the correct body to be used in the review of Professional and Scientific personnel.

Harrington moved, Schurrer seconded, to amend by striking the word "instructional." Motion passed. After some additional discussion, the question on the motion was called. Motion passed.

Schwarzenbach moved, Metcalfe seconded, the acceptance of Item 2 of the report. Millar moved, D. Smith seconded, to amend and restate Item 2 as follows: Staff members holding academic rank are granted emeritus status at their academic rank held at the time of their retirement or the next higher rank if approved by the staff member's department.

Senator Millar stated he believed it was hypocritical to grant rank to people at the time of their retirement that they did not possess during their working years. He stated he felt the department could, however, recommend a higher rank if they so chose. Vice President and Provost Martin indicated that currently the University is granting the rank of professor to all people who were placed on emeritus status.

Senator Gish indicated he supported the amendment and felt that it was patronizing to grant a rank to a person that they didn't previously possess. He also thought it was patronizing to give a rank to a person that had been denied the rank previously.

Senator Schwarzenbach indicated that the title was purely an honorific term. Senator Evenson indicated that he disagreed with the amendment and felt that the use of the term Professor was used in a generic sense.

Senator Vajpeyi indicated he believed that rank is something that is earned and that it is hypocritical to give a rank to an individual that has not been earned.

Senator Hovet pointed out that the difference here was a matter of academic rank versus a phrase of courtesy. She also indicated that the problem is that we do not possess criteria for evaluation. She stated she felt the term professor emeritus should be retained and that this title had been supported by AAUP.

Vice President Martin indicated that we have an obligation to follow the standards of promotion during the individual's working life, but at the time of retirement the elements of grace and courtesy should come into consideration.

Senator Geadelmann indicated she was opposed to the amendment on practical grounds. She stated that outside the university the distinctions are totally meaningless.

Question on the motion to amend was called. The motion was defeated.

Question on the main motion was called. Motion passed with three dissenting votes.

Schwarzenbach moved, Hollman seconded, the acceptance of Item 3 of the report.

Harrington moved, Schurrer seconded, to amend by adding after members, "as explained in the Policies and Procedures Manual."

Senator Schwarzenbach indicated that currently there is no equity in the privileges granted across the university. He stated further investigation was needed concerning the privileges available to emeritus faculty and that the privileges should be put in order of the importance to the individuals so that every attempt can be made to accommodate on a university basis rather than a departmental basis. Question on the amendment was called. Amendment passed.

Question on the motion as amended was called. Motion passed.

Schwarzenbach moved, Hollman seconded, the acceptance of Item 4 of the report.

Vice President Martin indicated he was having some trouble with the language of governing body since that is the province of the Board of Regents.

Chairperson of the Faculty Harrington indicated she felt it was appropriate that those individuals not receiving the title of Professor to be reviewed by and approved by the Professional and Scientific Council. She also inquired if the word "review" could be substituted for the word "governing."

Senator Evenson questioned the intent, inquiring if a decision making process was involved. Senator Schwarzenbach responded in the affirmative. Senator Evenson inquired as to what are the criteria, is it only creditable experience. Senator Schwarzenbach responded that if Item 4 is accepted then the Senate will have to develop criteria as a benchmark for evaluation.

Senator Gadelman inquired as to what was wrong with the previous method in which the department head, Dean, Vice President and Provost and President act on the emeritus status. She pointed out the Senate did not vote on other promotions and inquired why they should in this area. Senator Schwarzenbach responded that the question was raised to see if the Senate wanted to be involved in this honorary status granted to their peers.

Vice President Martin indicated he was bothered by the assessment question. He indicated that in the past emeritus status has been automatically granted to those people who have asked for it. He felt, however, that it may be possible to bring to the Senate's attention those cases in which there is a question as to the person's eligibility on the basis of years of experience.

Senator Gish asked if we would be adding a slot to the approval list and if so, where. Senator Schwarzenbach stated that he thought that the original application should go to the Senate and from there on to the department.

Senator Schwarzenbach pointed out that the committee did not believe that the emeritus status was automatic and pointed out that the people who have been granted emeritus status did not feel that way either. Vice President Martin indicated that emeritus status was earned and that he wanted to dissell the sense of competition.

Chairperson of the Faculty Harrington indicated that approval is an endorsement of the years served. She indicated that she wanted the criterion of creditable experience to be applied consistently and not capriciously.

Vice Chairperson Schurrer indicated that she felt that the current method was best. She stated this method would allow the Senate to be the final approval agency and not the initial decision maker.

Senator Millar indicated he did not feel that the Senate should have too strong a role in this procedure.

Vice President Martin indicated that he felt that the status was an entitlement if the criteria had been met. He pointed out that Senate action would enhance the conferring of the status.

Schurrer moved, Wiederanders seconded, to replace Item 4 with the following: "The Faculty Senate acts as the faculty agency in approving the awarding of the title of Professor Emeritus."

Senator Millar inquired if the administration had denied emeritus status if the individual could appeal to the Senate. Vice Chairperson Schurrer indicated that the person should have the right to appeal and that the Senate should have the right to make a recommendation.

Senator Gish pointed out that Item 4 pertains only to faculty members, not to members of Professional and Scientific staff.

Question on the motion was called. Motion passed.

Schwarzenbach moved, Hollman seconded, the acceptance of Item 5 of the report. Motion passed.

Chairperson of the Faculty Harrington inquired if the Chair of the Faculty Senate would volunteer to draw up recommendations to the Vice President on changes to the application form and the point at which the Senate becomes involved in the process. Chairperson of the Faculty Senate Tarr volunteered his services.

Chairperson Tarr reminded the Senate that it has four scheduled meetings remaining this academic year. The April 14 meeting will be devoted to consideration of the report from the University Committee on Curricula. He urged all committees and others contemplating bringing items to the Senate to act promptly.

Millar moved, Hollman seconded, to adjourn. Motion passed. Senate adjourned at 5:48 p.m.

Respectfully submitted,

Phillip L. Patton, Secretary

These minutes shall stand approved as published unless correction or protests are filed with the Secretary of the Senate within two weeks of this date, March 3, 1980.